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PATENT
Attorney Reference Number 5437-60780-01

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS

Examiner: George B. Davis

Art Unit: 2129

Attorney Reference No. 5437-60780-01

CERTIFICATE OF FACSIMILEI hereby certify that this paper and the documents referred to
as being attached or enclosed herewith are being facsimile
transmitted to fax number (571) 273-8300 on the date shown
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for Applicant(s) G. L. MaurerDate Mailed September 26, 2006COMMISSIONER FOR PATENTS
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Enclosed for filing in the application referenced above are the following:

- Information Disclosure Statement.
- Form 1449 and references cited thereon.
- IDS Fee of \$180.00.
- Charge \$180.00 to Deposit Account No. 02-4550. Two copies of this sheet are enclosed.
- The Director is hereby authorized to charge any additional fees that may be required, or credit over-payment, to Deposit Account No. 02-4550.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

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Telephone: (503) 595-5300
Facsimile: (503) 595-5301

By

G. L. Maurer
 Gregory L. Maurer
 Registration No. 43,781

cc: Docketing

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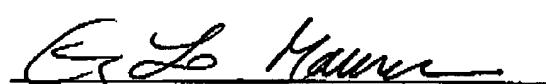
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PATENT

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In re application of: Scarborough et al.**Application No.** 09/921,993**Filed:** August 2, 2001**Confirmation No.** 6882**For:** DEVELOPMENT OF ELECTRONIC
EMPLOYEE SELECTION SYSTEMS AND
METHODS**Examiner:** George B. Davis**Art Unit:** 2129**Attorney Reference No.** 5437-60780-01**CERTIFICATE OF MAILING**

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

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INFORMATION DISCLOSURE STATEMENT PURSUANT TO
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

Copies of United States patents and United States published patent applications do not have to be provided to the Patent Office (37 C.F.R. 1.98(a)(2)(ii)). Copies of unpublished U.S. applications do not have to be provided, as long as the application is available on PAIR, as this requirement of 37 C.F.R. § 1.98(a)(2)(iii) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on October 19, 2004 (1287 OG 163). Applicants will provide copies of such patents or applications upon request.

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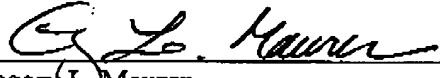
The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

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INFORMATION DISCLOSURE STATEMENT
BY APPLICANT

Attorney Docket Number	5437-60780-01
Application Number	09/921,993
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2129
Examiner Name	George B. Davis

U.S. PATENT DOCUMENTS

Copies of U.S. Patent documents do not need to be provided, unless requested by the Patent and Trademark Office. For patents, provide the parent number and the issue date. For published U.S. applications, provide the publication number and the publication date. For unpublished pending patent applications, provide the application number and the filing date.

Examiner's Initials*	Cite No. (optional)	Number	Publication Date	Name of Applicant or Patentee
		6,611,822	08/26/2003	Beams <i>et al.</i>

FOREIGN PATENT DOCUMENTS

Examiner's Initials*	Cite No. (optional)	Country	Number	Publication Date	Name of Applicant or Patentee

Examiner's Initials*	Cite No. (optional)	OTHER DOCUMENTS
		Somers, M.J., "Application of two neural network paradigms to the study of voluntary employee turnover," <i>Journal of Applied Psychology</i> , 84:177-185 (1999).

EXAMINER SIGNATURE:	DATE CONSIDERED:
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* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.